# CommercePeople

MARCH 1992


slaves (beginning 1619) Martha Corey (d.1692) hanged for witchcraft Sybilla Masters (d.1720) corngrinder inventor
triot Lydia B. Darragh (1729-1789) Revolutionary War heroine, midwife, nurse Ann Lee (1736-1784) founded the Shakers
Phillis Wheatley (c.1753-1784) Black poet Elizabeth Bayley "Mother" Seton (1774-1821) first U.S. Catholic saint
ister, abolitionist, suffragist Frances Wright (1795-1852) feminist writer, reformer Maria Martin (1796-1863) nature painter
list, home designer, educator SARAH PEALE (1800-1885) portrait painter Dorothea Dix (1802-1887) mental health rights advocate
uller (1810-1850) feminist transcendentalist Harriet Beecher Stowe (1811-1896) abolitionist, author
Elizabeth Cady Stanton (1815-1902) women's rights organizer, wrote "Woman's Bible"
eth Taylor Greenfield (1817-1876) "The Black Swan", singer Maria Mitchell (1818-1889) astronomer
The 12 million European women immigrants (1820-1920) Susan B. Anthony (1820-1906) suffragist, feminist crusader
der, U.S. Red Cross Matilda Joslyn Gage (1826-1898) critic of church and state Emily Dickinson (1830-1886) poet
Mary Harris "Mother" Jones (1830-1930) labor organizer Bernice Pauahi Bishop (1831-1884) Hawaiian High Chief
Charlotte Forten Grimké (1837-1914) Black abolitionist, educator, author Margaret Knight (1838-1914) inventor
Frances Willard (1839-1898) temperance leader Ellen Swallow Richards (1842-1911) founded ecology as a science
s advocate Carry Nation (1846-1911) temperance advocate, social reformer The Mexican women who lived in "The West"
k woman lawyer Mary Elizabeth Lease (1850-1933) farm organizer, populist Emma Abbott (1850-1891) opera singer
member International Workers of the World (IWW) Susette La Flesche Tibbles (1854-1903) Indian rights advocate, spokeswoman
tive reporter Carrie Chapman Catt (1859-1947) leader of National American Woman Suffrage Association
cturer Jane Addams (1860-1935) Nobel Peace Prize winner Anna Mary Robertson "Grandma Moses" (1860-1961) painter
mer Florence Bailey (1863-1948) ornithologist, nature writer Mary Church Terrell (1863-1954) Black educator, activist
D. Wald (1867-1940) social reformer, settlement leader, nurse Charlotte Anita Whitney (1867-1955) social activist
eron (1869-1968) rescuer of Chinese female slaves in the West Florence Sabin (1871-1953) anatomist, public health researcher
Black educator, lecturer, organizer Gertrude S. Bonnin (1876-1938) Lakota author, Indian rights advocate
lbreth (1878-1972) industrial engineer Margaret Sanger (1879-1966) birth control crusader
Jeannette Rankin (1880-1973) Congresswoman, peace activist Crystal Eastman (1881-1928) co-founder American Civil Liberties Union
otographer Eleanor Roosevelt (1884-1962) civil rights advocate, diplomat Karen Horney (1885-1952) psychoanalyst
Marianne Moore (1887-1972) author, poet Edna Ferber (1887-1968) novelist Georgia O'Keeffe (1887-1986) artist
the U.S. (1890) Elizabeth Gurley Flynn (1890-1964) union organizer Edna St. Vincent Millay (1892-1950) poet
editor, publisher Clara Lemlich (1893-?) labor organizer Helen Hokinson (1893-1949) cartoonist
ign correspondent The Black Women's Club Movement (from 1895) Dorothea Lange (1895-1965) photographer
aviator The 985 Japanese women in the U.S. (1900) Malvina Reynolds (1900-1978) singer, composer, political activist
Boothe Luce (1903-1987) Congresswoman, ambassador, playwright Lillian Hellman (1905-1984) author and playwright
M. Lindbergh (1906-) aviator, poet, author Rachel Carson (1907-1964) environmentalist, biologist
Malagram Gonzales (1910-1949) labor and health reformer Mary Lou Williams (1910-1981) Black pianist, composer
SA PARKS (1913-) civil rights movement catalyst Babe Didrikson Zaharias (1914-1956) athlete, Olympic champion
ights crusader Barbara Deming (1917-) pacifist, feminist writer Jessica Mitford (1917-) investigative reporter, author
Jord (1919-) free agent/feminist in the White House Madalyn Murray O'Hair (1919-) church and state separatist
Constance Baker Motley (1921-) first Black woman federal judge Betty Friedan (1921-) feminist writer, activist
gresswoman, Presidental candidate Beatrice Medicine (1924-) Standing Rock Sioux, author, professor
nson (1927-) Black tennis and golf champion Patsy Mink (1927-) First Asian-American Congresswoman, feminist
er Sandra Day O'Connor (1930-) U.S. Supreme Court Justice Mary Lee Au (1931-) educator, Chinese-American historian
933-) co-Founder American Reparation Committee Susan Sontag (1933-) novelist, cinematographer
l Director of U.S. Commission on Civil Rights Ada Deer (1935-) Menominee, Indian legislative lobbyist
home Land Rights organizer, rancher Rose Bird (1936-) first woman Chief Justice, California Supreme Court
inist & civil rights worker Janet Guthrie (1938-) auto racer Mary Berry (1938-) historian, civil rights activist
(1940-) enjarradora, adobe architect Wilma Rudolph (1940-) Black Olympic track & field champion
-) feminist writer, editor, poet Joan Baez (1941-) singer, political activist Twyla Tharp (1941-) dancer, choreographer
-) tennis champion Rita Mae Brown (1944-) feminist writer, lesbian rights activist
-American Legal Defense & Education Fund Elaine Noble (1944-) lesbian rights activist, legislator
1974) anti-nuclear activist & martyr Judy Heumann (1947-) civil rights for disabled leader Sally Priesand (1947-) first woman rabbi
Katsi Cook (1952-) Mohawk midwife, women's health organizer Libby Riddles (1956-) champion musher
rticipants of the National Women's Conference .... Houston (1977) The 1,000,000 Native American women (1990)

## Write Women Back Into History

National Women's History Month is celebrated in March.

# Inside Commerce

by Erika Morphy

## Forest Service Telecom Planning Begins at NTIA

The Institute for Telecommunication Sciences, the research and engineering arm of NTIA, has begun two U.S. Forest Service telecommunications planning projects. NTIA/ITS conducts a wide range of telecommunications research and engineering studies to assist government and industry in telecommunications systems planning, design and evaluation.

The larger Forest Service project is aimed at developing a national strategic telecommunications plan that will give greater assistance during fires, hurricanes, floods and other natural disasters. Val Pietrasiewicz, senior engineer in charge of the project, says he particularly enjoys the work because it involves "a little bit of everything, from basic telephony to advanced radio concepts." He also enjoys the fact that the project allows him to work with Forest Service people from all over the country, from national-headquarters officials to district office rangers.

On the second project, the institute is developing a telecommunications plan to serve the Eastern Region of the U.S. Forest Service, Region 9. Eldon Haakinson, senior project engineer, and Engineer Wayne Rust have outlined a program to identify long term needs, budgetary and policy constraints and requirements for voice, data, video and radio communications. Each of the 14 National Forests located in Region 9 will have its own implementation plan, developed by the institute and approved by the Forest Service, outlining what kinds of equipment to buy, what types of services or equipment to lease and to configure, and how to manage the telecommunications systems.

*Aaron Woodard, program analyst in the Resource Information Branch of the Office of the Comptroller, NOAA, was recognized ass February's Project Pride Employee for his outstanding contributions to NOAA's management operations. Woodard is the lead program analyst for the production and distribution of the Monthly Operating Review book, which contains up-to-date reporting of the accomplishments of management objectives. Woodard has often been commended for his teamwork and efficiency in developing graphics for briefing books and publications. "I've always tried to continual improve myself, from the time I started to work 39 years ago," he says. NOAA's Comptroller, Andrew Moxam, is presenting Woodard with his Pride Employee North Court Parking Pass, giving him free parking for a month.*

## On The Cover

National Women's History Month will be celebrated across the country this March with the theme, "Women's History: A Patchwork of Many Lives."

"Imagine the trouble you'd have understanding math if you'd only learned half the numbers," says Mary Ruthsdotter, projects director of the National Women's History Project. "When we have clear ideas about women's situations, activities and accomplishments in the past, we're able to make better sense of women's positions in society today. For example, saying that 'Lincoln freed the slaves' overlooks the decades of anti-slavery organizing by thousands of women, including Harriet Tubman, Sarah and Angelina Grimke and Sojourner Truth. Or how about 'Congress gave women the vote in 1920?' It had taken women like Susan B. Anthony and Jeannette Rankin 72 years of constant lobbying to get that Constitutional right."

The department is planning several events to commemorate Women's History Month, including a program in the auditorium at Main Commerce.

Information on the cover was provided by the National Women's History Project, 7738 Bell Road, Windsor, CA. 95492 (707) 836-6000.

*Bessie Washington, Office of Management and Organization was presented with the 1991 F. Randall Jones Award for Public Service Professionalism. She is the lead secretary for the office. The Jones Award recognizes employees, like the late Randy Jones, who represent the best in public service. Left to right: Deputy Assistant Secretary for Administration Otto Wolf, Stephen Browning, OMO director, Bessie Washington, Mrs. Randall Jones and Chief Financial Officer and Assistant Secretary for Administration Preston Moore.*

# It's a Brave New World

Welcome to the new world of Commerce, a place where Total Quality Management is changing the way we do our jobs.

Allow us to introduce ourselves. We are the Publications Technology Quality Control Group. We work for the Office of Administrative Operations under Procurement and Administrative Services, and are striving to improve the Copier Management Program through TQM. Our mission is to develop a quality customer satisfaction program. We are working to improve service, maintain more up time, and if necessary, upgrade equipment. We are also trying to reduce paperwork and speed up delivery time.

Anyone within Main Commerce experiencing copier problems, please call 377-5530.

We would like to thank everyone who answered our surveys. By working together, we get the most out of the TQM process, and make life easier for all of us.

*James Burrows, director of the NIST Computer Systems Laboratory, received the 1991 annual award of the Association for Federal Information Resources Management. Burrows was recognized for his outstanding work and significant contributions to federal information resources management. The award, which consisted of a certificate and clock, was presented by Art Chantker, 1990/1991 AFFIRM chairperson.*

# ComSci Nominations

The Technology Administration is accepting nominations for candidates for the 1992-1993 Commerce Science and Technology Fellowship Program (ComSci). Deadline is May 29, 1992.

The program was established to provide senior level executive branch employees with an opportunity to study national and international issues relating to the development, application and management of science and technology.

Full time federal employees at the GS/GM-14 level or above are eligible for the program. Federal agencies are encouraged to develop positions in their organizations for incoming ComSci Fellows. Nominations should be sent to Florence Feinberg, Facilitator of the ComSci Program, Room 4827, Technology Administration, U.S. Department of Commerce, Washington, D.C. 20230. (202) 377-5804.

# News from the Field

## Weather Service's Region Headquarters Lauded as Outstanding Employer of Disabled

Newspaper veterans will tell you a good lede sentence is 25 words or less. Like: Hawaii awarded the National Weather Service's Pacific Region Headquarters Outstanding Employer of the Disabled because employees like Richard Jackson and Shawn Harr are future investments.

Explains Donny Jiron, chief of the administrative management division: "Accommodating handicapped workers is like making a donation to the American Heart Association. You may not have a heart problem now, but someday you or someone you know could. That money is an investment in research we might need. When we make all possible accommodations for disabled workers, we invest in our future. A disability is something that can happen to anyone at any time and you still need to work."

The headquarters has a long history of working with Hawaii's department of rehabilitation — a state agency that seeks work situations for people with various handicaps. Pacific region tries to hire as many people as possible through the rehab center. Presently there are five people with special needs on the staff.

Initially, most of the referrals come in on a volunteer basis, then are converted to noncompetitive paid positions. That is how Jackson and Harr came on board.

Jackson has schizophrenia, "a fate I often believe is worse than death," he says. He has a college degree, a background in journalism and a job as a mailroom clerk.

"I hope to eventually overcome all of the symptoms of schizophrenia," he says. "It was the National Weather Service that gave me my first break allowing me to volunteer for a few months to see if I had the stamina to be on the job every day. I wanted to work so badly I was getting up between 4:30 and 5:00 a.m. to deliver newspapers before reporting to work at the weather service."

Jiron says while handicapped employees are more prone to use sick leave, they have a better work ethic than able bodied workers. "I think it is because they are more appreciative of the little things in life."

Like standing up. Harr, who has cerebral palsy, was able to stand for the first time in 24 years, thanks to a specially designed wheelchair recommended by Charles Wells, personnel and EEO officer for the Pacific region weather service. "Everybody is so nice to me and they help a lot," she says. "They showed me how to operate a computer, and now I can do it on my own.

"I think everyone should have a fair chance in the work force."

And the basketball court, she could have added. The weather service participates in the annual wheelchair basketball tournament, a game just like basketball but the players are in wheelchairs, an island-wide event for federal agencies. "The state celebrity wheelchair basketball team won the tournament, but we put up a good fight," says Wells.

In July, President Bush signed into law an act banning discrimination against the nation's 43 million disabled people. And the department's 2,136 disabled employees know there are policies and guidelines to help them access programs and facilities. So when one of the research meteorologists developed a degenerative disease, director Richard Hagemeyer made the necessary accommodations for him to continue work at the service. Future investments are not necessarily financial.

## What Disabled Should Know

Disabled taxpayers and their families may qualify for some benefits or credits on their federal returns.

Benefits such as medical expenses and employee work-related expenses are available only to those who itemize deductions. These deductibles are figured on Schedule A, Form 1040.

Medical expenses are deductible only if they exceed 7.5 percent of the taxpayer's adjusted gross income. These expenses must be reduced by insurance reimbursements before applying the 7.5 percent limitation.

Besides common medical expenses like prescription drugs and insulin, doctor bills and health insurance premiums, taxpayers with disabilities may also include cost and care of guide dogs, oxygen and oxygen equipment necessary to relieve breathing problems caused by a medical condition, and wheelchairs. For visually impaired people, the part of expenses for braille books and magazines beyond the cost of regular books and magazines is considered a medical expense.

Also deductible are qualifying costs for services to alleviate disabilities: patterning exercises for mentally retarded children; special schools to train mentally or physically handicapped individuals; attendants who give nursing care for relief of a medical condition.

Improvements or changes to a taxpayer's home may qualify as a medical expense — subject to limitations — if they are made to accommodate a handicapped condition, costs of adding ramps and widening doorways to allow access by the taxpayer, spouse or dependent in a wheelchair, for example. If improvements increase the value of the taxpayer's home, only the cost in excess of the increase in value may be deducted.

# Workers About . . . APRIL 15th

Unreimbursed physical impairment work-related expenses may be deductible as miscellaneous expenses. They are not subject to the 2 percent limitation which applies to other employee business expenses. Self-employed individuals may also deduct these expenses. However, they would report them on Schedule C, Form 1040.

Work-related expenses include salaries for readers or the cost of reading machines for blind workers. Travel costs of a spouse or friend who accompanies the taxpayer on overnight business trips to handle a wheelchair, luggage and daily medication can also be deducted as a work-related expense, providing the taxpayer does not need such assistance when working in the home town. If a taxpayer regularly needs such assistance when not on business travel, the expenses must be considered a medical expense. Also, in this case, only the spouse's out-of-pocket expenses for travel — not meals and lodging — are medical expenses.

Another benefit available to totally blind and certain partially blind taxpayers who do not itemize is an addition to the standard deduction. For 1991, the addition is $850 for qualifying unmarried individuals and $650 for those who are married filing jointly or separately and for qualifying widows or widowers.

Besides deductions from income and additions to the standard deduction, some taxpayers may qualify for credits applied against their income tax liability. Taxpayers who pay someone to care for their disabled dependent or spouse so that they can work may be able to get a credit of up to 30 percent of the expenses. The credit is figured on Form 2441, "Child and Dependent Care Credit," for Form 1040 filers or Schedule 2 for Form 1040A filers. There is a dollar limit on the amount for which the credit can be claimed. The taxpayer must subtract the dollar limit any employer-provided care assistance excludes from income.

Taxpayers retired on permanent and total disability may qualify for credit based on all or a part of their taxable disability benefits. Certain benefits, such as nontaxable social security or the equivalent part of tier 1 railroad retirement, reduce the amount of disability benefits qualifying for credit. The credit is figured on Schedule R of Form 1040 or Schedule 3 Form 1040A.

Taxpayers may call 1-800-TAX-FORM (1-800-829-3676) to order free IRS Publication 907, *Tax Information for Persons with Handicaps or Disabilities,* for more information.

### Free Tax Help Available

The Volunteer Income Tax Assistance Program sponsored by the IRS helps older, handicapped, non-English speaking or other taxpayers who cannot afford professional assistance fill out Form 1040EZ, Form 1040A or a basic Form 1040. VITA volunteers do not handle complicated tax matters. People needing assistance can call the IRS at 1-800-829-1040 to get the nearest VITA location, and dates and times available.

# IRS Listens to Hearing Impaired

In the United States, Puerto Rico and the U.S. Virgin Islands, deaf and hearing-impaired taxpayers can use their Telecommunication Device for the Deaf equipment to dial up an IRS employee trained in TDD operation. These taxpayers can get answers to all types of tax questions, such as deductions for TDD equipment, hearing aids, cost and care of hearing ear dogs and cost of sending children to special schools. They can also get information about bills or notices they receive from the IRS.

For tax assistance, TDD equipment users can call 1-800-829-4059. The hours of operation are:

**Jan. 1 - April 4**
8:00 a.m. — 6:30 p.m. EST
**April 5 - April 15**
9:00 a.m. — 7:30 p.m. EDT
**April 16 - Oct. 24**
9:00 a.m. — 5:30 p.m. EDT
**Oct. 25 — Dec. 31**
8:00 a.m. — 4:30 p.m. EST

There are a limited number of TDD lines available, so the IRS urges those using TDD not to give up if they receive a busy signal.

The best time to call is early in the morning.

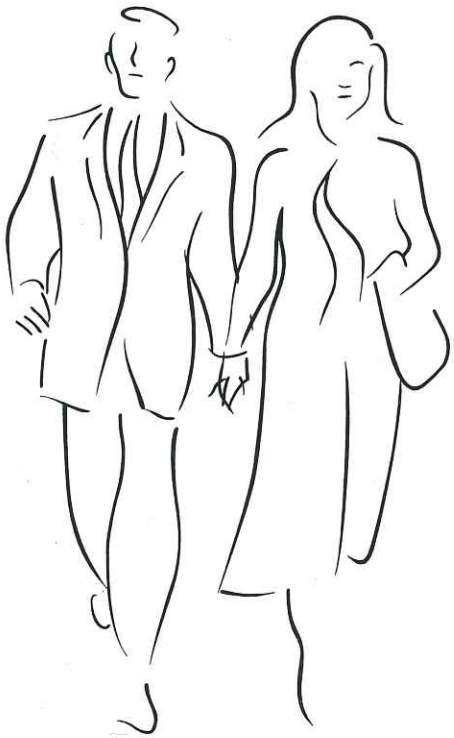
# Not Just a Woman's Problem

*There is no difference between being raped*
*and going head first through a windshield*
*except that afterward you are afraid*
*not of cars*
*but half the human race*
*(an excerpt from Living in the Open by Marge Piercy)*

Marge Piercy, your poem *Living in the Open* is disturbing, lyrical and moving and many of that particular half of the human race are working to make it obsolete. At least the 120 members of D.C Men Against Rape are, including Tom Wilde, Latin American Caribbean agribusiness officer in ITA.

Men Against Rape is a five-year-old men's organization working to end rape and male violence through education, support services and direct action.

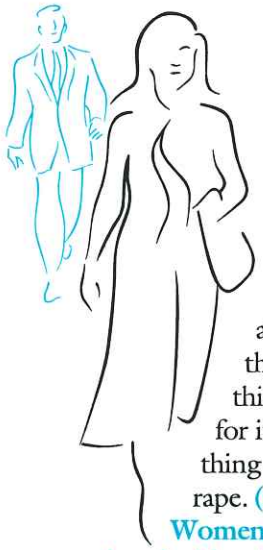
"Education is the majority of our group's efforts," says Wilde. "We go to area high schools and colleges, and give presentations on how men can end rape, what men's responsibility is and how men can avoid the date rape situation.



"I think we establish a good rapport with our audience, because we don't get on a soapbox to talk about the issue." **(Nor would the editor of Commerce People *ever* do such a thing either, but she is going to take this opportunity to dispel a few myths surrounding rape. MYTH: Rape is not a big deal, it is only sex. FACT: Rape is a big deal. It is a crime of dominance and control using sex to express power and anger. Sex is between two consenting partners. Rape is an aggressive act using sex as a weapon. To be raped is to be violated and stripped of control and self-determination.)**

"Because most rapes are committed by acquaintances," says Wilde **(MYTH: Rape is committed by strangers. FACT: Survivors know their assailants in about 60 percent of all reported cases)** and the average age of the survivor and assailant is 19, it is important to educate our audience about their potential vulnerability, their responsibility about it and ways to prevent it." **(MYTH: Rapists are mostly psychotic men. FACT: Most rapists are men with no obvious sign of mental illness. Researchers are unable to find any significant psychological difference between men who rape and men who don't.)**

"One of the most striking things about our audiences is their willingness to speak on the issue," says Wilde. "In no other environment do men talk about rape. It is a subject everyone has an opinion on, and yet guys never discuss it amongst themselves, so our audience participation is surprisingly high.



"Women already know there is no such thing as 'she asked for it,' no such thing as justifiable rape. **(MYTH: Women who wear provocative clothing invite rape. Fact: Women who wear "provocative" clothing do not invite rape just as men who wear expensive clothing do not invite mugging.)** That educations spreads to men naturally — it is hardly something we have to bring to them. What we try to do is teach men about dangerous situations.

"This means taking an inebriated woman out of a dangerous situation. It means standing up in that situation to her would-be assailants. **(MYTH: Rape only happens if you ask for it. For instance, acting "fresh," provocatively or drinking in public. FACT: Women's behavior is irrelevant. The rapist chooses to rape, and he is responsible for his choice. To act "fresh" does not mean one asks to be raped.)**

Wilde believes the majority of the members have not been personally affected by rape — they don't know a survivor or they are not a survivor themselves. Instead, he says, they are volunteering time because, "this is an important issue where men can have an impact on other men.

"It is men who commit rape, so it is men who have to stop rape. That is a fact."

Information on Myths and Facts about rape are provided by the D.C. Rape Crisis Center.

# Trains, More Trains and Automobiles

## *More News on the Commerce Transportation Subsidy Program*

As most of us have heard, federal agencies have the option of subsidizing federal workers' commuting costs for public transportation. In the December issue, Commerce People promised you news about the department's participation as soon as we had it.

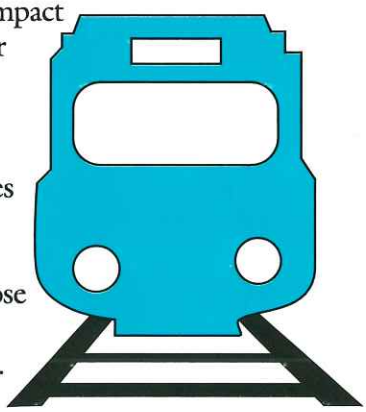
A departmental notice has been issued that provides general guidance to the different operating units (ie. NOAA, OS, MBDA, etc). Each unit at its discretion will decide whether to participate in the program. In many cases, availability of funds will be a crucial factor in this decision. If participation seems feasible, the units must develop an implementation plan — beginning with an employee survey to determine the level of interest and to formulate an estimate of costs. Next will be a determination of the types of public transportation to be covered, and finally the type and amount of subsidy to be provided.

"Public transportation" means transportation systems available to the general public and funded by state of local governments, such as subways, buses, ferries or commuter rail systems. It includes car pools or van pools only where such arrangements are sponsored and funded by a state of local government.

An operating unit may provide a tax-free subsidy of up to $21 per month per employee. Employees must use monetary fare subsidies for their own commuting to and from work on public transportation. Employees who use subsidized parking are not eligible for subsidies under this program.

AS THIS ISSUE GOES TO PRESS, MANAGERS OF OPERATING UNITS HAVE EXPRESSED VERY POSITIVE INTEREST IN THE PROGRAM.

However, final decisions will rest on further analysis of the budget impact and other relevant factors. Affected employees will be notified when those decisions are made.



# 1992 Federal Tax Withholding

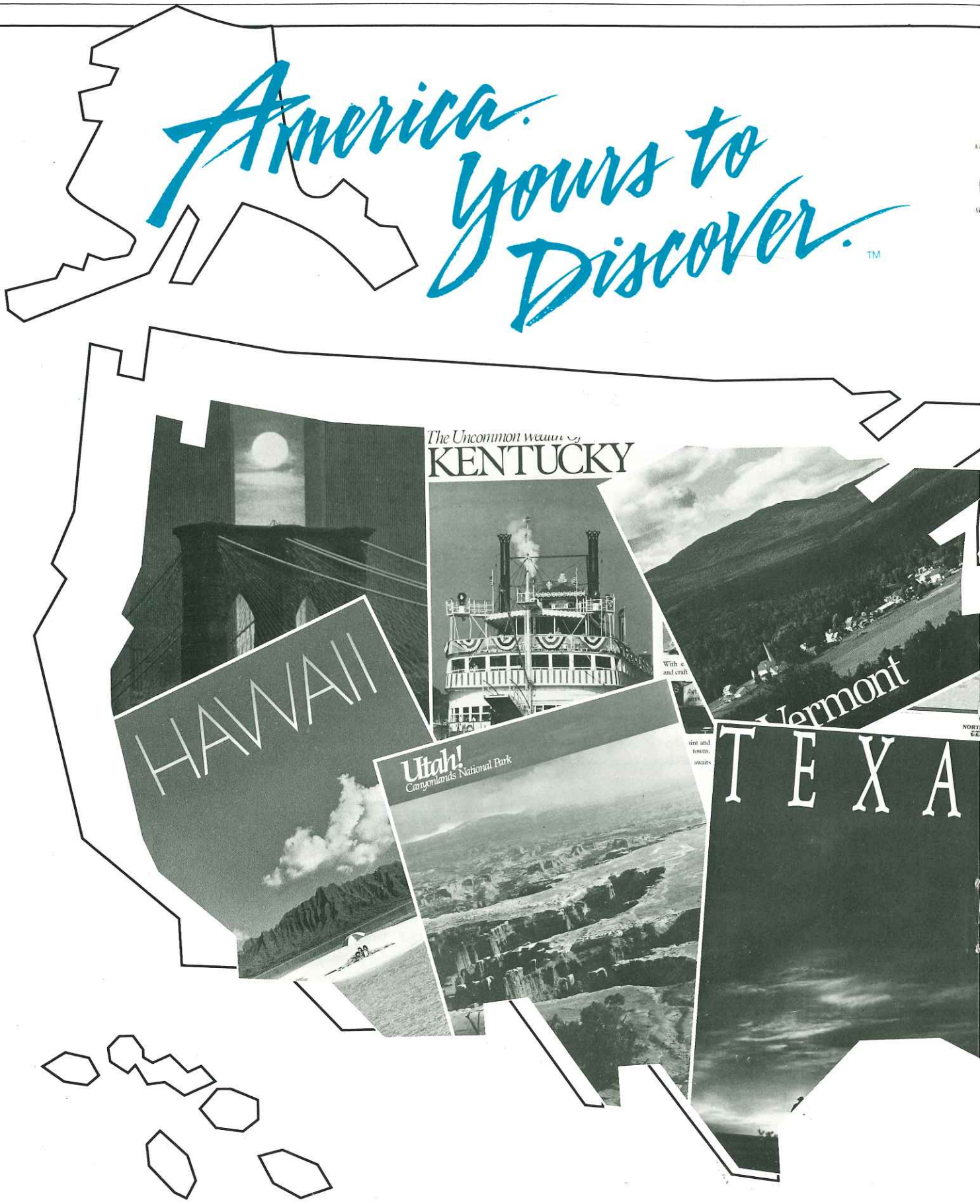
New 1992 federal income tax withholding tables, ordered by President Bush in his State of the Union address, will be reflected on Commerce employees' paychecks dated March 5, 1992. The revised withholding tables reduce the amount of federal income tax withheld from wages paid to low and middle income employees. Through this action, the president intends to increase the take-home pay of many workers.

Withholding amounts will not change under the revised tables for:

- employees withheld at the single rate having wages, after exemptions, of $53,200 or more; and
- employees withheld at the married rate having wages, after exemptions, of $90,200 or more.

Employees affected by the new tables who do not want their withholding reduced may submit a new Form W-4 to their personnel office and request additional withholding. Employees can refer to Internal Revenue Service Publication 919, *Is My Withholding Correct?*, for guidelines.

# United States Travel and Tourism Administration



# USTTA and Travel Coalition Enlist President for Tourism Campaign

It is something many advertising executives secretly fantasize about but will never admit. President Bush is lending his name to an international promotion campaign. Yes, advertising executives, its the real thing.

For the first time, a U.S. president is promoting the one thing he can to the rest of the world without compromising the presidency: America's cities and countryside.

Millions of British citizens began receiving a face-to-face invitation to visit the U.S. from President Bush via videotape. The 30 and 60- second messages are being shown on British television and are the cornerstone of a public/private marketing effort aimed at attracting international visitors to the United States.

The campaign is a joint government/business effort between GO*USA, a U.S. travel coalition led by James Robinson III, chairman and chief executive officer of American Express Co. and the United States Travel and Tourism Administration.

Bush's pitch spotlights something few people realize — tourism is one of America's largest exports. "It's high time that this industry — travel and tourism, a $327 billion economic powerhouse — received the recognition that it so richly deserves," says the president.

"In terms of income generated and jobs created or sustained, tourism is among the top three industries in 37 of our 50 states. In 1990, nearly a million Americans owed their livelihood to international visitors. Add to that just over five million jobs generated by domestic travel and tourism for a total of nearly six million American jobs."

Also in 1990, sales of U.S. tourism products — hotel accommodations, rental cares, restaurant services, theme park tickets, train and airline tickets — brought in more export revenue for this country than sales of agriculture products, motor vehicles or chemical products.

So the tourism industry's earnings top revenues of traditionally large income exports.

This is how: When visitors from abroad travel to the United States and exchange their foreign currency for our tourism goods and services, it has the same economic impact as the export of a manufactured item or

*Each year USTTA sponsors the International Tourism Conference in Washington, D.C. This year the conference addressed many issues including Rural Tourism, Ethnic Tourism, the Changing Face of Europe, Quality Service, Electronic Destination Marketing and International Airline Development. USTTA staff (Washington, D.C. and Worldwide regional directors) left to right, bottom row: Karen Cardran, Wylie Whisonant, Barbara Jobe, Julie Smith, Paula Sarakakis, Mary Tack, Harvey Shields, Moniquie Hutchins. Second Row: Ilze Schnur, Scott Johnson, Andrea Furrow, Marion Carter, Linda Mysliwy, Joanne Schacher, Carol Kelsey, Lori Searcy, Colleen Flannery, Mary Noel Walker, Sandra Gamo, Carol Ross, Max Ollendorf, Pat McNally, Vito Passemante, Bob Anthony, Don Mains. Third row: Gert Lindenau, Jon Arthur, Julie Overy, Lee Wells, Karl Fahr, Leslie Albright, Joe Casper. Fourth row: Eldon MacEachern, Don Wynegar, Judd Swift, Fritz Schmitz, Ron Erdmann, Louis Santamaria, Bill Tappe, Tom Quinn, Peter Bohen.*

industrial product. Last year, an estimated 42,114,000 foreigners visited the United States.

This is the second time the U.S. travel industry has come together to fund a generic USA promotional campaign. U.S. travel company competitors, working side-by-side, pooled more than $7 million to jump start U.S. domestic travel in the wake of the Persian Gulf War. Now the coalition has turned its attention to the international market, focusing first on the United Kingdom, the largest European travel market to the U.S. in terms of number of visitors and spending by them.

"We chose the U.K. travel market because of its size and because the potential for increased visitation is staggering," said Robinson. "The number of visitors from the U.K. increased 160 percent between 1985 and 1990, and is now more than 2.2 million. And from a marketing perspective, we want to fish where the fish are."

International visitors are drawn to the U.S. by the position of the U .S. dollar and the special incentives most U.S. travel companies have been offering lately. And now there is the president.

Bush's name and personality ("so what are you waiting for, an invitation from the president," Bush cracks at the end of the spot) is expected to have a big impact. Although it is too early to know for sure, anecdotal evidence show the spots to be very effective.

Said Assistant Secretary for Tourism Marketing Linda Mysliwy: "The day after the president's message aired during the broadcast of the Superbowl in the U.K., our phones rang off the hook."

Harvey Shields, director of research, says the same. "Inquiries at USTTA's office in the U.K. have increased considerably."

## Attention Partygoers

Anyone who went to
Robert Mosbacher's farewell party
and had his/her picture taken,
you may get a print from:

**Rosalind Wade**
**FTS 377-1006**

# Consumer Corner: Stopping Payments on a Lemon

**Q. My car has been out of service for well over 90 days and I'm going through the arbitration process to try and get the manufacturer to replace it. Meanwhile, I have to rent a car. Because of the cost, I want to stop payments on this lemon. Don't I have the right to do this?**

**A.** I can certainly understand why you want to stop paying for a car that doesn't run, particularly if you have to rent a car at the same time, but not having use of the car doesn't free you from financial obligation. Your contract with the financing company is a separate issue from how well the vehicle performs. If you stop making payments, you put your good credit rating in jeopardy and risk repossession of the car regardless of whether or not it runs.

In many states, the creditor can repossess your car without notifying you in advance if you fail to make payments. Usually, the creditor can take your car as soon as you default on the loan. A better solution would be to discuss the situation with your financing company and the arbitrator of your case. You have some extenuating circumstances here and chances are good that your creditor will try to make alternate payment arrangements which fit your budget.

For more information on repossessions, write for a free copy of "Vehicle Repossession," Public Reference Branch, FTC, Washington, DC 20580, (202) 326-2222.

**Q. We signed up for a free trip to Florida at a fair recently. The trip sounded great — free round trip airfare and three days/two nights at a hotel in Orlando. We got a call saying we'd been selected to take the trip. All we have to do is attend a two-hour presentation to pick up the travel certificate, show a driver's license and a major credit card for identification, and pay a $100 processing fee. Is this a good deal or not?**

**A.** Good question. Ask a lot more. And proceed with caution. What is the two-hour presentation for? Why do you have to pay $100 for a "free" trip? Why is it necessary to see your credit card to identify you, especially if you show a picture driver's license? Get all of the details about the trip—including refund policies—IN WRITING before you pay any money.

Check on the company's reputation by contacting state or local consumer protection agencies, the Better Business Bureau and the U.S. Postal Inspection Service in the area where the business is located. Ask if they've received complaints about or taken action against the company. If the company is just starting out, these agencies may have no information to give you. If that's the case, you'll have to decide whether you want to do business with a company that's only been around a few months. The decision is yours. Remember: if it sounds too good to be true — it probably is.

**Q. I've heard that fruits and vegetables are being irradiated (treated with radiation) now. What do you know about the safety of food treated this way?**

**A.** According to the U.S. Food and Drug Administration, irradiated foods are safe to eat. Because irradiation at approved levels doesn't make food radioactive, it doesn't expose consumers to radiation. Irradiation does extend the shelf life of foods and protect it against insects, mites and other pests. Irradiation leaves no residue in food, unlike chemical pesticides.

FDA regulations allow fruits and vegetables to be treated with up to one kilogray of radiation, which is considered a low level for food irradiation. The process can affect the flavor, texture, and nutrient content of foods, as do cooking, canning or freezing. However, scientific data reveals no nutritional differences between non-irradiated foods and foods irradiated at levels below one kilogray.

Irradiated foods must be clearly identified as such by retailers. Packages must also carry the international logo (see attached). Consumers can spot irradiated fresh fruits and vegetables by the signs or cards which are required near the produce displays.

For more information, contact the FDA (HFE-88), Consumer Affairs and Information Staff, 5600 Fishers Lane, Room 16-85, Rockville, MD 20857, (301) 443-3170.

## GOOD NEWS FOR CONSUMERS

The Bush Administration announced proposals for sweeping changes in food labels that will affect virtually all foods. The most extensive food labeling proposal ever made, they would enable consumers to select a healthier diet by providing accurate and reliable information about the nutritional content of the food they eat. The changes are expected to be fully implemented in 1993. The most important proposed new rules involve mandatory nutrition labeling for most processed foods, including consistent serving sizes in easily understandable measurements for most food categories; definitions for nine core descriptive terms to ensure consistent use for the benefit of consumers, such as "light" or "cholesterol-free"; and conditions for the statement of health claims on foods that contain nutrients that have a scientifically documented relationship with the risk of disease.

# To Keep House for a Year, Commerce Asks for $2.8 Billion

The Commerce Department has requested a budget of $2.8 billion for FY 1993, a decrease of $108 million from the FY 1992 appropriation.

## TRADE

One of Commerce's top priorities continues to be fighting unfair foreign trade barriers and expanding overseas markets for American goods and services. Additional staff requested would allow the International Trade Administration to process an increasing number of unfair trade cases, conduct annual reviews of the determination of such cases, and through support of the president's Commercial Opportunities Initiative increase U.S. business participation in the economies of Asia, Latin America and the new republics of the former Soviet Union.

Commerce also requested additional resources to support U.S. efforts to implement a North America Free Trade Agreement. ITA hopes to accomplish this and its goal of promoting U.S. exports to the region with an extensive outreach program of seminars and publications.

The department has requested funds to continue improving the Commercial Information Management System hardware and software components, to provide faster access to up-to-date information on markets and business clients. All 200 domestic and foreign offices of the United States and Foreign Commercial Service will be equipped with CIMS hardware and software at a 2-to-1 user-to-terminal ratio by the end of FY 1993.

The department seeks funding for the U.S. Travel and Tourism Administration to promote the Visit USA campaign of expanded tourist programs.

The 1993 request for the Bureau of Export Administration provides for the Enhanced Proliferation Control Initiative, an export control program reflecting changes in the global economic and political arena. The Coordinating Committee for Multilateral Export Controls agreement reduces the volume of export licenses, but budget support is required for complex technologies involving difficult licenses.

## COMPETITIVENESS

The National Institute of Standards and Technology budget requests a 26 percent increase overall, including a 10 percent increase over FY 1992 for core research activities. This research would provide measurement methods needed by U.S. industry to commercialize new products and ultimately improve the U.S. competitive position in global markets.

An increase of 38 percent over FY 1992 is requested for the Advanced Technology Program. This initiative awards matching grants to firms for innovative development of pre-competitive, generic technologies which will serve as the basis for new generations of products and manufacturing processes. In FY 1993, NIST will continue to operate seven regional centers for the Transfer of Manufacturing Technology. In addition, start-up funding is provided for a major, multi-year facilities modernization and improvement for NIST laboratories in Gaithersburg, Md. and Boulder, Colo.

The increase requested for the National Telecommunications and Information Administration will allow it to focus on research in Personal Communications Systems and Broadband Integrated Services Digital Networks, a project to be conducted collaboratively with NIST. NTIA has proposed an increase in spectrum management spending enabling the agency to develop state-of-the-art spectrum allocation and a validation model to monitor all government users.

The prompt examination, registra-

tion and disposition of patent and trademark applications continues to be important in promoting American industrial and technological progress. In 1993, the patent and trademark office will maintain processing of patent applications at an average of 20 months. In FY 1993, user fees will support the processing of an increasing number of patent and trademark applications and continue patent and trademark automation.

## ECONOMIC DATA

The FY 1993 budget request continues the administration's commitment to improving quality of economic statistics through the government-wide Economic Statistics Initiative. Increases for the Census Bureau and the Bureau of Economic Analysis will improve accuracy and timeliness of critical economic variables. These are coordinated with initiatives in the Labor and Agriculture departments and the National Science Foundation. The Census Bureau will also continue research on fundamental design changes for the decennial census in the Year 2000.

## OCEANIC AND ATMOSPHERIC ENVIRONMENT

Initiatives in Climate and Global Change Research, Coastal Ocean Science and Environmental Data Management will receive total increases of more than 60 percent when compared to FY 1992 funding levels.

Modernization of the National Weather Service continues. The first three Next-Generation Radars have improved accuracy and timeliness of several weather warnings and forecasts. Through FY 1992 a total of 10 NEXRADS will be delivered and by the end of FY 1993, a total of 31 will be available to National Weather Service forecasters. As these radars are integrated with other improved systems, the NWS will begin to operate perhaps the most advanced warning and forecast system in the world.

With the help of consultants from NASA, academia and the private sector, the next generation of Geostationary Operational Environmental Satellites program is on-track for a launch as early as December, 1993. Should additional program delays be encountered, NOAA is in the process of procuring and installing equipment necessary to borrow a satellite from the European community.

The FY 1993 budget for NOAA's National Marine Fisheries Service is 26 percent above its FY 1992 request and closes a long-standing gap between budget requests and congressional appropriations. The budget will allow NOAA to address important statutory requirements in the areas of protected services management, fisheries stock assessment and habitat mitigation and review. This budget is based on NMFS' five year strategic plan.

Finally, the president's 1993 budget also provides funding to continue mod-ernization and upgrade of NOAA's fleet of 22 research ships.

## MINORITY BUSINESS DEVELOPMENT

For 1993, the Minority Business Development Agency budget request features the pilot testing of four "Centers of Excellence" or Mega Centers, hubs of high quality management and technical assistance for minority business.

## INTERNAL MANAGEMENT

Commerce seeks funds for a new department-wide financial management system to replace the current group of obsolete and incompatible systems. One single Core Financial Management System can give program managers and executives timely, accurate and reliable financial information essential to effective management. As administrators of the Malcolm Baldrige Quality Award, Commerce believes in practicing what it preaches. A department-level quality council has been established, many bureaus have formed their own TQM implementation bodies and a Secretary of Commerce Annual Quality Award has been established. This year's award went to PTO's Office of the Assistant Commissioner for Public Services and Administration.

## BUDGET OFFSETS

Many of these initiatives can be funded without increasing the federal deficit by reducing or eliminating certain programs.

The department proposes to eliminate or reduce economic development assistance programs, public telecommunications facilities grants, trade adjustments assistance for firms, certain grants which subsidize the activities for specific industries and certain revenue sharing arrangements with state and local governments.

An increase to existing fees covering inflationary costs is proposed for 1993 and will be submitted as part of the Patent and Trademark Office reauthorization legislation. USTTA will increase fee collections for services by $3 million.

# Personnel Dialogue: First Paycheck Blues

**Q. I am a supervisor in the department. Occasionally my new employees experience financial difficulty while waiting for their first paycheck. Is there any way the department can provide relief?**

**A.** Yes. With the passage of the Federal Employees Pay Comparability Act of 1990, units can request a delegation of authority to provide an advance payment of basic pay to new employees who meet certain conditions. The employee must submit a written request for an advance in pay which includes evidence of financial or other hardship. Examples of qualifying circumstances include: maintaining two residences or an immediate need to rent housing in a new commuting area. Advances may cover up to two pay periods with repayment handled through payroll deduction. Supervisors interested in using this authority should contact their personnel office for more information.

**Q. In April, 1991, I moved from Washington, D.C., to Maryland and submitted to my personnel office a Form AD-349, Employee Address, to change my residence address. My official duty station is Washington, D.C. When I received my 1991 W-2, I noticed that state tax was deducted for Washington, D.C., for the whole year and no taxes were deducted for Maryland! Why weren't Maryland taxes deducted when I changed my address?**

**A.** Our personnel/payroll system automatically withholds state tax based on an employee's official duty station (established by personnel action) regardless of the employee's state of residence (established by the AD-349) unless the employee also files a certificate of non-residence. However, many states have reciprocal agreements which allow employees to claim nonresidence in the duty station state and request tax be withheld for a state other than the duty station. To have state tax withheld for a state other than the duty station, an employee must complete and submit to his/her personnel office, a state tax form claiming nonresidence in the duty station state ***and*** a state tax form for the state in which he/she wants withholding to begin. For information on individual tax liabilities, employees should contact their state taxing authority. Employees with questions concerning the state tax deductions that appear on their W-2 or Statement of Earnings and Leave, should contact their personnel office.

**Q. I am a GS-9 Secretary (Stenography) in Washington, D.C. I type, file and perform other clerical duties. However, I am not entitled to the same pay raise as some other clerical employees in grades GS-02 through GS-07. These so called "special raters" work side by side with me. However, according to the 1992 pay scales, a GS-07 special rater's peak salary is $29,206, which is as much as or more than what some GS-08 and GS-09 clerical employees make. If one group of clerical employees is entitled to special salary rates then, why aren't all employees that perform "clerical" duties entitled to them?**

**A.** In 1987 the Office of Personnel Management authorized special salary rates for certain clerical positions at grades GS-02 through GS-07 in the Washington, D.C., metropolitan area. These positions include the GS-312, Clerk-Stenographer GS-322, Clerk Typist Series; and GS-356, Data Transcribing Series and all other positions that includes the parenthetical titles (Stenography), (Typing), (Data Transcribing) and (Office Automation).

The GS-318-09 Secretary (Stenography) occupational is not authorized special salary rates because it is not hard to recruit or retain employees in this occupation at the GS-09 grade level.

**NEED A LOAN?** Apply at the Federal Credit Union. Their lending rates are lower than they've been in years.

PLUS — if you apply for a loan at the Washington, D.C.; Rockville, Md.; Silver Spring, Md. or Suitland, Md. facilities before March 31, 1992, you'll be automatically entered to win a free trip to Walt Disney World Resort.

**Commerce People**

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News items may be mailed, or phoned in to the editor on FTS 377-4901.

**William Fritts, Jr. ...OPA Director**
**Bob Poos .....OPA**
**Erika Morphy .....Editor**

# Personnel Notes: Progress Reviews

For most department employees, this is the mid-point of the performance appraisal cycle. Supervisors on a fiscal year rating cycle must have a formal progress review with their employees at approximately the midpoint of the appraisal period, or about the end of April. The review should include the following:

- the employee's progress toward meeting the objectives included in the performance plan;
- identification of any performance deficiencies and recommendations on how to improve them; and
- any changes in responsibilities.

There must be a written record of the progress review. Both the supervisor and the employee should initial and date the performance plan to indicate that the review was held.

Supervisors should do the following when preparing for the progress review:

- review the performance plan, including all elements, objectives, major activities and standards;
- outline accomplishments and the current status of assignments which are in progress;
- note any obstacles to achieving performance objectives;
- outline new assignments, changes in workload, priorities, or organizational objectives and other changes which may affect the employee in accomplishing his/her duties; and
- review the weights assigned to each performance element or objective for accuracy.

Contact your personnel office for more information on the performance appraisal progress review.

*Elizabeth W. Stroud, director of personnel, awards a certificate of course completion to Roy Crockett, NOAA, Office of Satellite Operations, NESDIS, for his participation in the first session of the DoC Seminar in Management Excellence.*

## Seminar in Management Excellence

The first session of the new DoC Seminar in Management Excellence, a tailor-made seminar for experienced mid-level managers in grades GM-13 to 15, was conducted Oct. 7, 25, 28 and Nov. 4, 1991.

A second session has been scheduled for March 9-12, 1992 in the Herbert C. Hoover (Main Commerce) Building. Although all managers are welcome to attend, priority for this March session will be given to the nominations of field managers and field and local managers who work together. The seminar explores major issues influencing the environment in which managers must function; enables managers to relate their management responsibilities to other program areas; provides an opportunity for collegiality, shared experiences and concerns; improves communication and conflict management skills of managers; and presents Commerce resources designed to help managers excel.

Upon conclusion of the program, managers will have small group discussions of personnel issues and dialogue with the Director of Personnel, Elizabeth W. Stroud.

Interested managers should contact Diana Parker on FTS or (202) 377-4534.

The 2-6,000,000 Native American women (pre-Colonial) Anne Hutchinson (1591-1643) religious leader The Black women brought from Africa as
Mary Musgrove "Coosaponakeesa" (1700-1763) Creek Indian leader Jane Colden (1724-1766) botanist Mercy Otis Warren (1728-1814) historian, poet, pla
Mary Katherine Goddard (1738-1816) printed Declaration of Independence Abigail Adams (1744-1818) protested male tyranny
Sarah Hale (1788-1879) magazine editor Sarah Grimke (1792-1873) abolitionist, women's rights worker Lucretia Mott (1793-1880) Quaker min
Mary Lyon (1797-1849) founder, Mt. Holyoke Women's Seminary Sojourner Truth (1797-1883) slave, freedom activist Catharine Beecher (1800-1878) journa
Angelina Grimke (1805-1879) abolitionist, women's rights activist Sara Mapps Douglass (1806-1882) Black educator, abolitionist Margaret Fu
Esther Mc Quigg Morris (1814-1902) suffragist, first woman Justice of the Peace Mary Ellen "MAMMY" Pleasant (1814-1904) Black abolitionist
Mary Lucinda Bonney (1816-1900) educator, Indian rights advocate Mary Ann Bickerdyke (1817-1901) Civil War hospital reformer Elizab
Biddy Mason (1818-1891) slave, pioneer nurse, philanthropist Lucy Stone (1818-1893) abolitionist, women's rights activist Julia Ward Howe (1819-1910) initiated Mother's Day
Harriet Tubman (1820-1913) conductor on Underground Railroad, freedom fighter Elizabeth Blackwell (1821-1910) first woman licensed physician Clara Barton (1821-1912) found
Sarah Bagley (d. 1847) labor leader Belva Lockwood (1830-1917) first woman lawyer to argue before U.S. Supreme Court Harriet Hosmer (1830-1908) sculptor
Louisa May Alcott (1832-1888) author Lucy Taylor (1833-1910) first licensed woman dentist Fanny J. Coppin (1837-1913) Black educator, foreign missionary
Victoria Claflin Woodhull (1838-1927) unconventional reformer, stockbroker Queen Liliuokalani (1838-1917) civil rights leader for Hawaiians
LOLA RODRIGUEZ de TIÓ (1843-1924) AUTHOR, POET, WOMEN'S RIGHTS ADVOCATE Mary Cassatt (1844-1926) artist Sarah Winnemucca (c.1844-1891) Indian right
The 300 women at the Seneca Falls Convention (1848) Cornelia Maria Clapp (1849-1934) zoologist Charlotte E. Ray (1850-1911) first Blac
Kate O'Flaherty Chopin (1851-1904) author Nellie Cashman (1851-1925) miner, business woman Lucy Gonzalez Parsons (1853-1942) founding
Louise B. Bethune (1856-1913) first professional woman architect Fannie Farmer (1857-1915) standardized cooking methods Ida Tarbell (1857-1944) investiga
Juliette Gordon Low (1860-1927) founded Girl Scouts Annie Oakley (1860-1926) sharpshooter Charlotte Perkins Gilman (1860-1935) philosopher, economist, le
Ida B. Wells-Barnett (1862-1931) Black journalist, anti-lynching lecturer Edith Wharton (1862-1937) novelist Annie Jump Cannon (1863-1941) astrono
Elizabeth Seaman "Nellie Bly" (1865-1922) investigative reporter Sarah B. "Madame C.J." Walker (1867-1919) Black businesswoman, cosmetics developer Lillian
Sophia Hayden (1868-1953) architect: Women's Building-Columbian Exposition, Chicago Emma Goldman (1869-1940) anarchist, free speech crusader Donaldina Cam
Julia Morgan (1872-1957) architect, engineer Willa Cather (1873-1947) author Gertrude Stein (1874-1946) author Mary Mc Leod Bethune (1875-1955)
Mary Ritter Beard (1876-1958) feminist historian Kate Richards O'Hare (1877-1948) socialist, organizer, prison reformer Isadora Duncan (1878-1927) dancer Lillian Gi
Frances Perkins (1880-1965) Secretary of Labor, first woman Cabinet member Helen Keller (1880-1968) physical rights educator
Ann O'Hare Mc Cormick (c.1882-1954) Pulitzer Prize-winning journalist Rose Schneiderman (1882-1972) suffragist, union organizer Imogen Cunningham (1883-1976) ph
Alice Paul (1885-1977) feminist organizer, introduced first E.R.A. Maria "Liana" Cadilla de Martinez (1886-1951) Puerto Rican feminist, educator, folklorist
Maria Martinez (1887-1980) potter of San Ildefonso Pueblo Bessie Hillman (1889-1970) co-founder, Amalgamated Clothing Workers The 3,868 Chinese women in
Pearl Buck (1892-1973) Nobel and Pulitzer Prize-winning novelist Agnes Smedley (1892-1950) author, foreign correspondent Freda Kirchwey (1893-1976) feminist
Martha Graham (1894-) choreographer, dancer Bessie Smith (1894-1937) blues singer LAURA SOMERSAL (1894-) POMO BASKETWEAVER Dorothy Thompson (1894-1961) fore
Jeanette Piccard (1895-1981) balloonist, first woman Episcopal priest Dorothy Day (1897-1980) suffragist, political activist Amelia Earhart (1897-1937)
Louise Nevelson (1900-) sculptor Margaret Mead (1901-1978) anthropologist Marian Anderson (1902-) Black opera singer Clare
Maggie Kuhn (1905-) founded the Gray Panthers Maria Goeppert Mayer (1906-1972) Nobel Prize-winning physicist Anne M
Gertrude Ederle (1907-) English Channel swimmer The women of the "Uprising of the 20,000" (1909) Katharine Hepburn (1909-) actor Isabel
Pauli Murray (1910-1985) priest, lawyer, educator Ann Petry (1911-) Black novelist, journalist Chien-Shiung Wu (1912-) nuclear physicist RO
Florynce Kennedy (1916-) founder of The Feminist Party Jane Jacobs (1916-) architectural writer, social critic Fannie Lou Hamer (1917-1977) civil r
Gwendolyn Brooks (1917-) Pulitzer Prize-winning poet Katharine Graham (1917-) publisher Ella Grasso (1919-1981) politician, late governor of Connecticut Betty
Bella Abzug (1920-) CONGRESSWOMAN Gerda Lerner (1920-) feminist historian Edith Van Horn (1920-) union organizer
Daisy Gatson Bates (1922-) civil rights leader Miriam Shapiro (1923-) professor, feminist artist Shirley Chisholm (1924-) first Black Con
Maria Tallchief (1925-) Native-American prima ballerina Aileen Hernandez (1926-) feminist, civil rights leader Althea Gi
Maya Angelou (1928-) author, poet Sarah Caldwell (1928-) first woman operatic conductor at the Met Dolores Huerta (1930-) Chicana union organiz
La Donna Harris (1931-) Comanche-, Indian political activist Yvonne Brathwaite Burke (1932-) lawyer, legislator Ying Lee Kelley (19
Kate Millet (1934-) feminist writer, artist Gloria Steinem (1934-) editor, feminist theorist Shirley Hill Witt (1934-) Iroquois, Regiona
Geraldine Ferraro (1935-) Vice-Presidential candidate Barbara Jordan (1936-) Black legislator, lawyer Carrie Dann (1936-) Western Shos
Jane Fonda (1937-) actor, political activist Jill Kinmont (1937-) disabled Olympic skier Martha Cotera (1938-) Chicana femi
Judy Chicago (1939-) feminist artist, author Carolyn Reed (1939-) organizer of household workers Anita Otilia Rodriguez
Maxine Hong Kingston (1940-) author Buffy Sainte-Marie (1941-) Cree Indian activist, singer, composer Robin Morgan (1941
THE 4 MILLION "ROSIE THE RIVETERS" (1941-1946) The Japanese-American women incarcerated by Executive Order 9066 (1942) Billie Jean King (1943
Angela Davis (1944-) philosopher, political activist, educator Inez Garcia (1944-) freedom fighter Vilma Martinez (1944-) co-founder, Mexican
Alice Walker (1944-) Pulitzer Prize author Anna Mae Pictou Aquash (1945-1976) Micmac, Indian rights activist Karen Silkwood (1946-
Holly Near (1949-) cultural worker, composer, singer Sally Ride (1951-) astronaut Jeana Yeager (1952-) Voyager pilot
The 300 charter members of the National Organization for Women (1966) Samantha Smith (1972-1985) pacifist The 20,000 par